

## Handout 25

### Video Reflection Page

1. Why is a clear vision from the school leader so critical in building a committed staff?
2. Explain Kowal's statement that some staffing changes require "difficult conversations between the principal and teacher." Why is it so critical that the principal has the flexibility to make staffing changes?
3. What is the district's role in the turnaround process, particularly in building a committed staff?
4. What strategies have been used by successful turnaround leaders to change the climate of a school?